

May 17, 2010

William Clark
President
Association of Legal Professionals of San Jose
c/o 200 East Santa Clara Street, 16th Floor
San Jose, CA 95113

RE: ALP Contract Negotiations

Dear Bill:

This letter is to confirm our discussion regarding the status of negotiations on May 13, 2010.

Despite the efforts put forth by both the City and ALP throughout our eleven negotiation sessions, a significant gap remains between the positions of the parties. On May 13, 2010, the City declared impasse because we believe that additional negotiation meetings would be futile. During our negotiation sessions, the City has articulated the fiscal reasons for sincerely and firmly maintaining our proposal for a 10% total compensation reduction. Although the City discussed with you and considered your proposed alternatives, you were unable to agree to a 10% total compensation reduction package.

As we discussed during our meeting, the City requests that ALP indicate on or before Tuesday, May 18, 2010 at 5:00p.m., if ALP is requesting mediation under the Employer-Employee Relations Resolution # 39367.

The City will be responding to your request for information about the City's existing layoff procedures for unclassified employees who previously held a classified position. If you have any other outstanding information requests, please let us know as soon as possible.

As the City stated at the table, the City's decision to layoff ALP unit members is not negotiable, but the impact or effects of the City's decision is negotiable. If you wish to bargain about the effects of the City's decision to layoff ALP bargaining unit members, you must provide the City with written notice identifying the effects you are requesting to bargain.

The City remains committed to reaching an agreement with ALP that would achieve the 10% total compensation reduction. On or before Tuesday, May 18, 2010 at 5:00p.m., we would like to know if ALP is requesting mediation under the Employer-Employee Relations Resolution # 39367.

Please let me know if you have any questions.

Sincerely,

A handwritten signature in cursive script, reading "Aracely Rodriguez".

Aracely Rodriguez
Senior Executive Analyst